Pursuant to Faculty Document #1499 (Final Report from the Ad Hoc Committee on Affirmative Action in Faculty Employment, 6 May 1986), the University Committee recommends that the Faculty Senate:

1. Create a Subcommittee on Affirmative Action in Faculty Employment.

2. The Subcommittee is charged:
   a) To monitor progress and assess the needs for changes in the recruitment and retention of women and minority faculty;
   b) To formulate appropriate recommendations/actions/policies to the Faculty Senate to enhance affirmative action policy in faculty employment;
   c) To monitor campus administration progress in facilitating affirmative action policy in faculty employment; and
   d) To make an annual report to the Faculty Senate regarding Subcommittee activities and progress in affirmative action in faculty employment at UWM.

3. Committee membership shall consist of five Faculty Senators and the Special Assistant to the Chancellor for Equal Opportunity (ex-officio).
   a) Faculty Senators will be elected at the May Senate meeting to staggered two-year terms (three for two years the first year, two for one year the first year, and thereafter alternating two and then three for two year terms). Vacancies occurring in mid-term shall be filled with Faculty Senators appointed by the University Committee who shall serve until the next election.
   b) Meetings will be convened at least once a semester or more frequently as needed.
   c) The Committee Chairperson will be elected by the members from among the Faculty Senate representation.

RATIONALE

The creation of this committee was called for in the final report of the Ad Hoc Committee on Affirmative Action in Faculty Employment. A need for improvement in the recruitment and retention of minority and women faculty is the prime purpose for the establishment of this committee.